

6 Gender equality

Gender equality is both a means to development and a development goal in itself. This chapter reviews overall gender equality in Asia and the Pacific – comparing this with internationally agreed standards, including those established in the Millennium Development Goals, the Beijing Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women.

It is difficult to analyse the status of women and men in the region systematically. Problems include data gaps in many key areas – and the lack of methodologies for measuring progress in reducing gender gaps. This chapter uses the best available data – the sex-disaggregated indicators that are presented throughout this *Yearbook*, along with some additional indicators.

Demographics and health

While the current sex ratio in Asia and the Pacific – 96 females to every 100 males – approaches natural gender parity, there are concerns in some subregions. In North and Central Asia, for example, women exceed men by 12 percentage points and there are more men than women in 8 of the 10 countries in South and South-West Asia. In East and North-East Asia nearly all countries and areas have more women than men, though in China men outnumber women.

Significant shifts in fertility and mortality patterns in Asia and the Pacific have affected female and male populations in different ways. As populations age, for example, they tend to have more women in the senior age cohorts, raising important social policy concerns for the coming decades.

Women's representation in politics

In almost every country, national and local politics are dominated by men. The Economic and Social Council and the Beijing Platform for Action have established a target of 30 per cent female

representation in key decision-making positions but according to the Interparliamentary Union, women are still under represented. Nevertheless, there has been some progress. Three countries in the region have achieved the 30 per cent target in the lower or upper house of the national parliament – Australia, Nepal and New Zealand. And to ensure representation a number of countries have reserved seats for women in legislative bodies.

Still, many countries in the region are far from the target. In the 47 lower or single chamber parliaments for which data were available for 2008, women held on average just 13.1 per cent of the seats. Of the 45 countries in Asia and the Pacific for which data were available, women representatives comprised less than 10 per cent in 18 countries: Armenia, Georgia, Kiribati, India, the Islamic Republic of Iran, Marshall Islands, Micronesia (Federated States of), Mongolia, Nauru, Palau, Papua New Guinea, Samoa, Solomon Islands, Sri Lanka, Tonga, Turkey, Tuvalu and Vanuatu. Five of the 13 Pacific countries for which data were available had no women members of parliament at all.

Women's human rights

The Convention on the Elimination of All Forms of Discrimination against Women adopted by the General Assembly in its resolution 34/180 of 18 December 1979, is often described as an international bill of rights for women. Of the 44 countries in Asia and the Pacific that have ratified the Convention, 37 have submitted one or more reports to the Economic and Social Council, and 15 have submitted at least three reports.

Health

An important signal of women's social, economic and political status is the attention paid to their sexual and reproductive health. This is highlighted in the sixth MDG – which focuses on maternal mortality. In Asia and the Pacific, the risks of dying from childbirth vary enormously from one

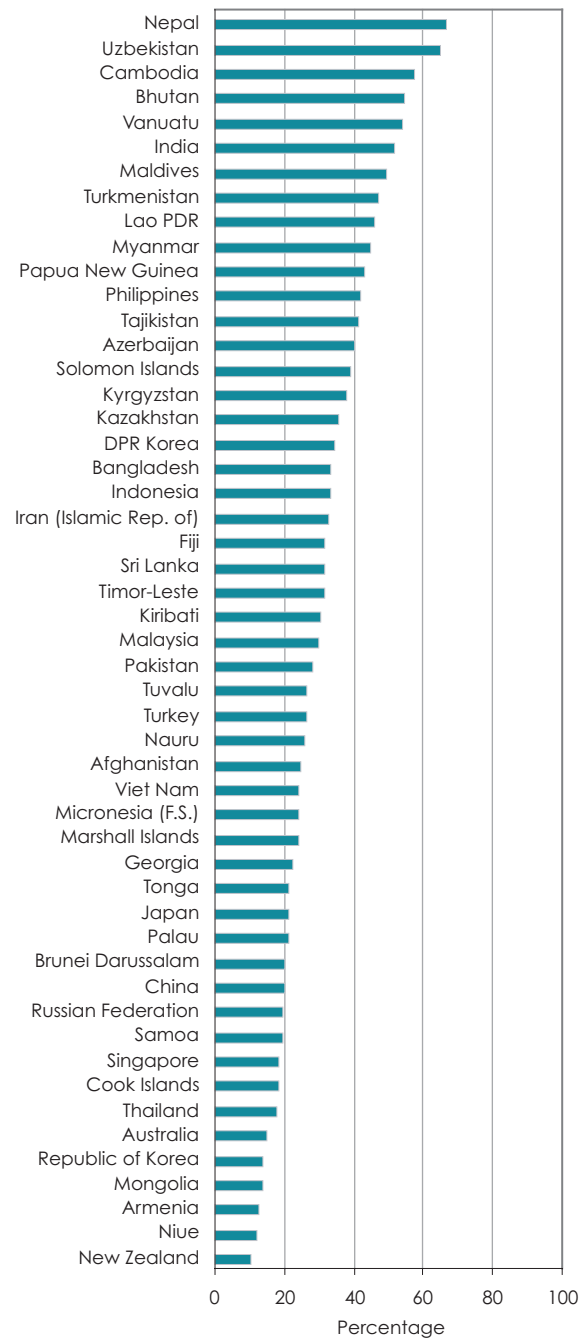
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CEDAW ratification and reporting status of countries in Asia and the Pacific

	Date of signature	Date of receipt of the instrument of ratification, accession or succession	States Latest Report	Examined at	No. of reports sub- mitted
ESCAP					
East and North-East Asia					
China	17 July 1980	4 November 1980	Combined fifth and sixth periodic reports	36 th Session (2006)	5
DPR Korea			Initial report	33 rd Session (2005)	1
Hong Kong, China					
Japan	17 July 1980	25 June 1985	Fifth periodic report	29 th Session (2003)	5
Mongolia	17 July 1980	20 July 1981	Combined third and fourth periodic reports	24 th Session (2001)	3
Macao, China					
Republic of Korea	25 May 1983	27 December 1984	Combined fifth and sixth periodic reports		5
South-East Asia					
Brunei Darussalam			No report submitted		
Cambodia	17 October 1980	15 October 1992	Combined initial, second and third reports	34 th Session (2006)	1
Indonesia	29 July 1980	13 September 1984	Combined fourth and fifth periodic reports		4
Lao PDR	17 July 1980	14 August 1981	Combined initial, first, second, third, fourth and fifth periodic reports	32 nd Session (2005)	1
Malaysia		5 July 1995	Combined initial and second periodic reports	35 th Session (2006)	1
Myanmar		22 July 1997	Initial report	22 nd Session (2000)	1
Philippines	15 July 1980	5 August 1981	Combined fifth and sixth periodic reports	36 th Session (2006)	5
Singapore		5 October 1995	Third periodic report		3
Thailand		9 August 1985	Combined fourth and fifth periodic reports	34 th Session (2006)	4
Timor-Leste		16 April 2003	No report submitted		
Viet Nam	29 July 1980	17 February 1982	Combined fifth and sixth periodic reports	37 th Session (2007)	5
South and South-West Asia					
Afghanistan	14 August 1980	5 March 2003	No report submitted		
Bangladesh		6 November 1984	Fifth periodic report	31 st Session (2004)	5
Bhutan	17 July 1980	31 August 1981	Combined initial, second, third, fourth, fifth and sixth periodic reports and Corrigendum	30 th Session (2004)	1
India	30 July 1980	9 July 1993	Combined second and third reports	37 th Session (2007)	2
Iran (Islamic Rep. of)			Not a party to CEDAW Convention		
Maldives		1 July 1993	Combined second and third periodic reports	37 th Session (2007)	2
Nepal	5 February 1991	22 April 1991	Combined second and third periodic reports	30 th Session (2004)	2
Pakistan		12 March 1996	Combined initial, second and third periodic reports	38 th Session (2007)	1
Sri Lanka	17 July 1980	5 October 1981	Combined third and fourth periodic reports	26 th Session (2002)	3
Turkey		20 December 1985	Combined fourth and fifth periodic reports	32 nd Session (2005)	4
North and Central Asia					
Armenia		13 September 1993	Second periodic report	Exceptional session (2002)	2
Azerbaijan		10 July 1995	Combined second and third periodic reports	37 th Session (2007)	2
Georgia		26 October 1994	Combined second and third periodic reports	36 th Session (2006)	2
Kazakhstan		26 August 1998	Second periodic report	37 th Session (2007)	2
Kyrgyzstan		10 February 1997	Second periodic report	30 th Session (2004)	2
Russian Federation	17 July 1980	23 January 1981	Fifth periodic report	26 th Session (2002)	5
Tajikistan		26 October 1993	Combined initial, second and third periodic reports	37 th Session (2007)	1
Turkmenistan		1 May 1997	Combined initial and second periodic reports	35 th Session (2006)	1
Uzbekistan		19 July 1995	Combined second and third periodic reports	36 th Session (2006)	2
Pacific					
American Samoa					
Australia	17 July 1980	28 July 1983	Combined fourth and fifth periodic reports	34 th Session (2006)	4
Cook Islands		11 August 2006	Initial report		1
Fiji		28 August 1995	Initial report	26 th Session (2002)	1
French Polynesia					
Guam					
Kiribati		17 March 2004	No report submitted		
Marshall Islands		2 March 2006	Report not yet submitted		
Micronesia (F.S.)		1 September 2004	Report not yet submitted		
Nauru			Not a party to CEDAW Convention		
New Caledonia					
New Zealand	17 July 1980	10 January 1985	Sixth periodic report		6
Niue					
Northern Mariana Is.					
Palau			Not a party to CEDAW Convention		
Papua New Guinea		12 January 1995	No report submitted		
Samoa		25 September 1992	Combined initial, second and third periodic reports	32 nd Session (2005)	1
Solomon Islands		6 May 2002	No report submitted		
Tonga			Not a party to CEDAW Convention		
Tuvalu		6 October 1999	No report submitted		
Vanuatu		8 September 1995	Combined initial, second and third reports	38 th Session (2007)	1

Figure 6-1

Proportion of non-pregnant women aged 15-49 with anaemia, Asia and the Pacific, latest available data



country to another. Maternal mortality ratios per 100,000 live births range from 4 in Australia to 1,800 in Afghanistan. Of the subregions, the worst situation is in South and South-West Asia which accounts for 80 per cent of the region's maternal deaths. In contrast, maternal mortality is low in East and North-East Asia.

Women are much more likely to survive pregnancy and childbirth if they have assistance from trained birth attendants during delivery, and if they give birth in recognized health facilities staffed by physicians and other trained personnel. The women least likely to have births attended by skilled personnel are generally the poorest. In Nepal in 2006, for example, among the poorest quintile of the population only 5 per cent of births were attended by skilled personnel, while for the richest quintile the proportion was 58 per cent. Similarly, in Bangladesh in 2004, the proportion of births attended by skilled personnel was 3 per cent in the poorest quintile compared with 40 per cent in the richest quintile. In addition, women in rural areas are less likely to have skilled birth attendants than women in the cities.

Another serious concern for women is malnutrition, especially iron-deficiency anaemia. In a number of countries, more than half of the female non-pregnant population aged 15-49 years old suffer from anaemia: in Nepal in 1998, 66.7 per cent; in Uzbekistan in 1996, 64.8 per cent; in Cambodia in 2000, 57.3 per cent; in Bhutan in 2002, 54.8 per cent; and in India in 2000, 52.0 per cent. Factors contributing to anaemia among rural and poor women include scarcity of food and inadequate nutrition. In some Asian countries, women are conditioned to subordinate their general health and nutritional needs to those of men and children. At mealtimes, for example, they may eat last and least.

Education

One of the main gender achievements in Asia and the Pacific has been gender equality in primary schools. By 2006, all the subregions had achieved full parity between girls and boys, or were approaching it. Of the individual countries for which reliable data were available, the weakest performer was Pakistan where the ratio of girls to boys was only 0.78.

There have also been major achievements in secondary schools. Indeed in some countries girls outnumber boys. In Mongolia, the Philippines and Fiji the girl/boy ratios ranged from 1.10 to 1.21. On

the other hand, there have been setbacks for girls in some transition countries. Between 1999 and 2006, Azerbaijan, for example, experienced a drop in the girl to boy sex ratio in secondary school from 1.01 to 0.96. Pakistan also had a low ratio in secondary schools – 0.76.

Women are, however, still some way from equality at the tertiary level. In 2006 the overall regional aggregate was 0.87. The disparity was most pronounced in Tajikistan where the ratio was 0.38. Other countries with low ratios included Nepal (0.40), Cambodia (0.56), Bhutan (0.59), Vanuatu (0.59), Republic of Korea (0.65), the Lao People's

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Democratic Republic (0.68), Uzbekistan (0.71), India (0.72), and Turkey (0.75).

On the other hand, in a number of countries women substantially outnumber men in tertiary education. In Brunei Darussalam, for example, the ratio was 1.88 and in Maldives it was 2.37. Women also substantially outnumbered men in Kyrgyzstan (1.30), Australia (1.28), the Russian Federation (1.36), Kazakhstan (1.44), New Zealand (1.51), Mongolia (1.56) and Tonga (1.68).

One of the outcomes of better education for women has been higher levels of literacy. In 2006 in East and North-East Asia, South-East Asia and North and Central Asia, literacy rates were at parity or approaching parity – though women were less literate than men in South and South-West Asia. The Pacific does not have sufficient gender-disaggregated data to indicate the differences.

Employment

Advances in education for girls and women have not, however, necessarily been translated into better employment or economic advancement. In the formal sector women have fewer opportunities than men, and have lower economic status and power.

Even in developed countries, women generally earn less than men. The United Nations Economic Commission for Europe collects subregional data on the wage gaps in Central Asia. In Kazakhstan and Kyrgyzstan in 2004, it found that women's wages were just over one-third those of men.

However, variations in the methodologies used by countries to compute wages hamper cross-country comparisons. ESCAP has been making efforts to measure wage gaps more effectively while also addressing issues of time use and unpaid work. ESCAP is also trying to improve statistics on the informal sector which employs many women – in order to shed more light on the full scope of women's work in developing countries.

Women's reproductive work

Most of the sex-disaggregated data on the economic activities of men and women concerns paid work and those productive activities which contribute to a country's GDP. However, this misses out a large part of women's work which is devoted to "reproductive" tasks – such as ensuring food supplies, securing and cooking food, collecting fuel and water and caring for children, the old, the sick and the disabled.

Conventional economic and statistical analysis has typically excluded reproductive work because it is unpaid. This undervalues women's work, indeed renders much of it invisible. To address this problem a number of countries have been developing methods of measuring women's reproductive work more effectively. Some regions, such as Europe, are introducing harmonized time use surveys into official data collections to recognize women's unremunerated work and assess its economic value.

Violence against women

In many countries women suffer from domestic and other forms of violence. This is even more difficult to measure and there are few reliable, internationally comparable statistics. The United Nations Statistical Commission has been mandated to propose, in consultation with the Commission on the Status of Women, a possible set of indicators. This core set of indicators will be discussed by representatives at the fortieth session of the United Nations Statistical Commission, which will be held in February 2009. If adopted by national statistical offices, these indicators should, in the next few years, provide more reliable and harmonized country data.

Some existing data come from the World Health Organization, which has carried out a multi-country study on women's health and domestic violence. Four of the participating countries were in Asia and the Pacific. The study showed, for example, that during their lifetime 62 per cent of rural women in Bangladesh and nearly half of those in Samoa and Thailand had experienced physical or sexual domestic violence, or both. In Japan, 15 per cent of the urban women surveyed reported having experienced domestic violence. In Bangladesh and Thailand the urban rates were only a few percentage points lower than in the rural areas.

Data limitations on gender inequality and discrimination

The scarcity of sex-disaggregated makes it difficult assess to gender equality in the region. There are, for example, major gaps in gender statistics on trafficking, migration and remittances. In most countries in Asia and the Pacific, the most important and comprehensive source of data are population censuses. While they typically have sex as a standard background variable in data collection, not all census results are reported by sex.

Other major sources of gender data are administrative records – on health, births, deaths, mortality and other areas. Unfortunately in many developing countries these records are frequently incomplete, unreliable and underutilized, leading to gaps and estimation biases.

In addition, it is often difficult to make cross-country comparisons in key gender areas such as violence against women, employment and reproductive work – due to differences between countries in the concepts and definitions,

Seats held by women in national parliament (percentage)

The percentage of seats held by women in the national parliament. The indicator covers the single chamber in unicameral parliaments and the lower chamber in bicameral parliaments. Seats are usually won by members in general parliamentary elections. Seats may also be filled by nomination, appointment, indirect election, rotation of members or by-election. **Aggregates:** Arithmetic mean of the country values. **Source:** United Nations Millennium Development Goals Indicators (online database, accessed on 1 October 2008).

Women in parliament: Number of seats in the lower or single house (number)

The total number of seats in the single or the lower house of the national parliament. **Aggregates:** Arithmetic mean of the country values. **Source:** Inter-Parliamentary Union, Women in National Parliaments (online database, accessed on 21 October 2008).

Women in parliament: Number of seats in the upper house or senate (number)

The total number of seats in the senate or the upper chamber/house of bicameral parliaments. **Aggregates:** Arithmetic mean of the country values. **Source:** Inter-Parliamentary Union, Women in National Parliaments (online database, accessed on 21 October 2008).

Women in parliament: Number of women in the upper house or senate (number)

Number of seats held by women in the senate or the upper chamber/house of bicameral parliaments. **Aggregates:** Arithmetic mean of the country values. **Source:** Inter-Parliamentary Union, Women in National Parliaments (online database, accessed on 21 October 2008).

Women-to-men ratio in employment (percentage)

The number of employed women divided by the number of employed men, expressed as a percentage. **Aggregates:** Aggregate values have been calculated by ILO. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market, Fifth Edition (online database, accessed on 21 May 2008).

Women-to-men ratio in non-agricultural employment (percentage)

The number of employed women divided by the number of employed men in sectors other than agriculture, expressed as a percentage. **Aggregates:** Aggregate values

have been calculated by ILO. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market Fifth Edition (online database, accessed on 21 May 2008).

Women-to-men employers ratio (percentage)

The number of female employers divided by the number of male employers, expressed as a percentage. **Aggregates:** Aggregate values have been calculated by ILO. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market Fifth Edition (online database, accessed on 21 May 2008).

Employment by sector: Agriculture; women and men (percentage)

The proportion of employment in agriculture, hunting, forestry and fishing of total employment, expressed as a percentage. Data are presented disaggregated by sex. **Aggregates:** None. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market Fifth Edition (online database, accessed on 21 May 2008).

Employment by sector: Industry; women and men (percentage)

The proportion of employment in mining and quarrying, manufacturing, construction and public utilities (electricity, gas and water) of total employment, expressed as a percentage. Data are disaggregated by sex. **Aggregates:** None. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market Fifth Edition (online database, accessed on 21 May 2008).

Employment by sector: Services; women and men (percentage)

The proportion of total employment in wholesale and retail trade, restaurants and hotels, transport, storage and communications, finance, insurance, real estate and business services, and community, social and personal services, expressed as a percentage. Data are disaggregated by sex. **Aggregates:** None. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market, Fifth Edition (online database, accessed on 21 May 2008).

Employment by status: Employees; women and men (percentage)

The number of employees divided by the total employment by status, expressed as a percentage. Data are presented

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disaggregated by sex. **Aggregates:** None. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market Fifth Edition (online database, accessed on 21 May 2008).

Employment by status: Employers; women and men (percentage)

The number of employers divided by the total employment by status, expressed as a percentage. Data are presented disaggregated by sex. **Aggregates:** None. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market Fifth Edition. (online database, accessed on 21 May 2008).

Employment by status: Own account workers; women and men (percentage)

An own-account worker is working on her/his own account or with one or more partners, holds a type of job where the remuneration is directly dependent upon the profits

derived from the goods and services produced, and has not engaged on a continuous basis any employees to work for her/him. Data are presented disaggregated by sex. **Aggregates:** None. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market, Fifth Edition (online database, accessed on 10 June 2008).

Employment by status: Contributing family workers; women and men (percentage)

Contributing family worker is holding a (self-employment) job in a market-oriented establishment operated by a related person living in the same household. Data are presented disaggregated by sex. **Aggregates:** None. **Source:** Calculated by ESCAP using data from International Labour Organization, Key Indicators of the Labour Market, Fifth Edition (online database, accessed on 10 June 2008).

6.1 Women in national parliaments

	Single or lower house					Senate or upper house	
	Percentage of women				Number of seats Latest	Number of seats Latest	Percentage of women Latest
	1990	2000	2005	2008			
East and North-East Asia	14.1	11.6	13.4	14.0			
China	21.3	21.8	20.2	20.6	2 987 (08)		
DPR Korea	21.1	20.1	20.1	20.1	687 (03)		
Hong Kong, China							
Japan	1.4	4.6	7.1	9.4	480 (05)	242 (07)	18.2 (07)
Macao, China							
Mongolia	24.9	7.9	6.8	6.6	72 (08)		
Republic of Korea	2.0	3.7	13.0	14.4	299 (08)		
South-East Asia	10.0		16.2	17.4			
Brunei Darussalam							
Cambodia		8.2	9.8	19.5	123 (08)	61 (06)	14.8 (06)
Indonesia	12.4		11.3	11.6	550 (04)		
Lao PDR	6.3	21.2	22.9	25.2	115 (06)		
Malaysia	5.1		9.1	10.0	222 (08)	59 (08)	28.8 (08)
Myanmar							
Philippines	9.1	12.4	15.3	20.5	239 (07)	23 (07)	17.4 (07)
Singapore	4.9	4.3	16.0	24.5	94 (06)		
Thailand	2.8	5.6	8.8	11.7	480 (07)	150 (08)	16.0 (08)
Timor-Leste			25.3	29.2	65 (07)		
Viet Nam	17.7	26.0	27.3	25.8	493 (07)		
South and South-West Asia	5.1	7.2	9.9	11.7			
Afghanistan	3.7			27.7	242 (05)	102 (05)	21.6 (05)
Bangladesh	10.3	9.1	2.0	14.8 (06)			
Bhutan	2.0	2.0	9.2	2.7	47 (08)	25 (07)	24.0 (07)
India	5.0	9.0	8.3	9.1	541 (04)	243 (08)	9.5 (08)
Iran (Islamic Rep. of)	1.5	4.9	4.1	4.1	286 (08)		
Maldives	6.3		6.0	12.0	50 (05)		
Nepal	6.1	5.9		17.3	594 (08)		
Pakistan	10.1		21.3	21.1	338 (08)	100 (06)	17.0 (06)
Sri Lanka	4.9	4.9	4.9	5.8	225 (04)		
Turkey	1.3	4.2	4.4	9.1	549 (07)		
North and Central Asia		8.6	11.8	10.8			
Armenia	35.6	3.1	5.3	9.2	131 (07)		
Azerbaijan		12.0	10.5	11.4	123 (05)		
Georgia		7.2	9.4	9.4	150 (08)		
Kazakhstan		10.4	10.4	15.9	107 (07)	47 (05)	4.3 (05)
Kyrgyzstan		1.4	10.0	25.6	90 (07)		
Russian Federation		7.7	9.8	14.0	450 (07)	169 (07)	4.7 (07)
Tajikistan		2.8	12.7	17.5	63 (05)	34 (05)	23.5 (05)
Turkmenistan	26.0	26.0		16.0	50 (04)		
Uzbekistan		6.8	17.5	17.5	120 (04)	100 (05)	15.0 (05)
Pacific	3.2	5.9	5.7	6.4			
Australia	6.1	22.4	24.7	26.7	150 (07)	76 (07)	35.5 (07)
American Samoa							
Cook Islands							
Fiji		11.3	8.5	8.5 (06)			
French Polynesia							
Guam							
Kiribati	0.0	4.9	4.8	4.3	46 (07)		
Marshall Islands			3.0	3.0	33 (07)		
Micronesia (F.S.)		0.0	0.0	0.0	14 (05)		
Nauru	5.6	0.0	0.0	0.0	18 (08)		
New Caledonia							
New Zealand	14.4	29.2	28.3	33.1	121 (05)		
Niue							
Northern Mariana Is.							
Palau		0.0	0.0	0.0	16 (04)	9 (04)	0.0 (04)
Papua New Guinea	0.0	1.8	0.9	0.9	109 (07)		
Samoa	0.0	8.2	6.1	8.2	49 (06)		
Solomon Islands	0.0	2.0	0.0	0.0	50 (06)		
Tonga	0.0		0.0	3.3	32 (08)		
Tuvalu	7.7	0.0	0.0	0.0	15 (06)		
Vanuatu	4.3	0.0	3.8	3.8	52 (08)		
Asia and the Pacific	7.9	8.8	10.6	12.8			
LLDC		9.8		13.1			
LDC	6.0	8.6		11.6 (06)			
ASEAN	8.0		15.1	18.6			
ECO	7.8		13.8	13.0			
SAARC	6.1	7.8	11.3	13.8			
Central Asia		8.7	12.1	10.9			
Pacific island dev. econ.	2.1	2.6	2.3	2.7			
Low-income	7.0		14.1	15.0 (06)			
Middle-income	8.8	8.1	8.4	8.4			
High-income	5.8	12.8	17.8	20.8			
Other world regions							
Africa		8.9	13.2	15.1			
Europe		17.4	21.1	22.4			
Latin America & Carib.	9.2	12.7	16.4	17.6			
North America	10.0	17.0	18.0	18.6			
Other countries/areas	2.7	3.0	5.6	8.1			
World	9.4	11.1	14.5	15.8			

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6.2 Gender equality in the labour market

	Women to men ratio in employment				Women to men employers				Women to men ratio in non-agricultural employment			
	Percentage				Percentage				Percentage			
	1991	1995	2000	2006	1990	1995	2000	Latest	1990	1995	2000	Latest
East and North-East Asia¹	80.4	81.5	82.6	84.1 (07)								
China	82.6	82.2	81.7	80.6								
DPR Korea	68.1	66.2	67.4	65.9								
Hong Kong, China	59.2	64.2	74.8	86.1	57.4	63.6	73.0	83.3 (05)	12.1 (93)	14.8	16.8	21.9 (05)
Japan	68.8	67.8	68.6	70.2	66.8	67.1	68.4	70.7 (05)	20.6	22.9	22.1	21.6 (05)
Macao, China	70.2	76.0	86.5	92.0	69.3	76.9	89.3	91.0 (05)	15.5 (96)		13.8	22.1 (05)
Mongolia	69.2	67.5	68.7	67.3	101.3	92.1	101.8	113.1 (05)			38.9	54.8 (03)
Republic of Korea	64.8	65.7	68.5	70.1	65.6	65.0	68.7	70.2 (05)	37.5	39.7	22.0	25.3 (05)
South-East Asia¹	71.5	70.5	71.0	70.0 (07)	67.0 (91)	67.1	69.0	72.0 (07)				
Brunei Darussalam	49.3	50.6	52.2	50.9	47.9 (91)		71.7 (01)					
Cambodia	109.1	106.2	105.3	103.1	77.8 (93)		98.4	111.5 (01)			11.7	51.4 (01)
Indonesia	60.7	60.1	59.7	58.1	62.3	55.2	59.3	54.5 (05)				
Lao PDR	69.1	70.1	69.1	70.1		61.1			35.0			
Malaysia	53.0	52.3	54.2	56.3	55.9	54.3	57.6	59.5 (03)		11.0	11.1	14.4 (03)
Myanmar	80.9	80.9	81.3	82.3								
Philippines	55.3	58.0	59.7	67.3	83.6	83.8	84.1	85.2 (05)			27.1 (01)	25.5 (05)
Singapore	63.8	63.2	66.6	66.0	66.3 (91)	63.6	65.2	71.5 (05)	18.4 (91)	19.2	24.5	25.3 (04)
Thailand	86.3	81.6	84.8	88.7	83.0	78.7	85.4	91.9 (05)	28.3	24.9	30.3	28.7 (04)
Timor-Leste	59.2	58.3	62.3	65.7								
Viet Nam	93.5	94.1	94.3	93.3	100.4 (96)		93.2	86.6 (04)		37.6 (96)	55.4	41.0 (04)
South and South-West Asia¹	40.2	40.7	41.7	45.5 (07)	23.7 (91)	23.6	23.8	33.3 (07)				
Afghanistan	34.7	34.7	35.0	38.6								
Bangladesh	66.1	60.7	59.9	57.8	17.1		30.6	23.5 (03)		25.4 (96)	12.8	9.7 (03)
Bhutan	33.9	33.9	40.0	49.4								
India	39.6	39.1	38.5	38.9								
Iran (Islamic Rep. of)	23.8	30.1	38.6	48.9				20.3 (05)		3.1 (96)		
Maldives	25.5	34.6	48.3	65.8		46.3	44.0	63.9 (03)		14.9	12.5	
Nepal	59.5	60.8	63.4	64.1	25.8 (91)		42.8 (01)					
Pakistan	27.5	29.4	29.7	36.1	7.1	8.1	7.9	10.8 (05)		3.4	2.1	1.6 (05)
Sri Lanka	46.6	42.8	46.4	45.5	41.8 (93)	44.4	46.7 (02)				8.2 (02)	11.6 (03)
Turkey	42.6	39.3	35.7	36.3	16.7	16.9	19.9	21.5 (05)		3.7 (98)	4.0	4.7 (05)
North and Central Asia												
Armenia	91.4	89.0	92.0	97.3								
Azerbaijan	87.7	84.2	88.1	92.7		76.5 (99)	77.3	96.6 (05)				
Georgia	110.1	103.7	86.6	77.2		84.9 (98)	75.2	80.8 (05)		13.4 (98)	13.6	23.2 (05)
Kazakhstan	84.0	85.8	91.5	97.3			96.8 (01)	97.3 (04)			37.4 (01)	36.9 (04)
Kyrgyzstan	82.8	81.5	78.6	78.0		83.3 (96)	74.7	75.0 (04)			38.5 (02)	50.0 (04)
Russian Federation	94.6	91.1	93.9	96.7		99.0 (97)	99.9	102.1 (05)	17.7 (92)	24.0	40.3	66.2 (05)
Tajikistan	73.1	72.8	73.8	78.4								
Turkmenistan	87.0	84.7	85.5	88.0								
Uzbekistan	80.4	79.2	80.3	81.6								
Pacific												
Australia	71.4	75.3	78.8	82.8	73.1	77.6	81.0	83.4 (05)	46.5	48.7	50.0	50.6 (05)
American Samoa												
Cook Islands												
Fiji	60.1	60.1	61.5	63.3								
French Polynesia												
Guam												
Kiribati												
Marshall Islands												
Micronesia (F.S.)												
Nauru												
New Caledonia						65.7 (96)				33.9 (96)		
New Zealand	77.9	78.7	82.7	87.3	81.9 (90)	83.9	87.7	89.1 (05)	37.0 (91)	41.8	40.8	44.0 (05)
Niue												
Northern Mariana Is.												
Palau												
Papua New Guinea	88.5	92.2	94.0	94.8								
Samoa												
Solomon Islands	64.8	62.7	63.5	61.9								
Tonga												
Tuvalu												
Vanuatu												
Asia and the Pacific¹	65.4	65.5	66.1	67.7 (07)	53.5 (91)	54.7	53.9	64.1 (07)				
LLDC												
LDC												
ASEAN												
ECO												
SAARC												
Central Asia												
Pacific island dev. econ.												
Low-income												
Middle-income												
High-income												
Other world regions												
Africa												
Europe												
Latin America & Carib.												
North America												
Other countries/areas												
World												

¹ Aggregate values calculation based on ILO methodology.

6.3 Employment by sector and gender

	Agriculture				Industry				Services			
	Female		Male		Female		Male		Female		Male	
	Percentage		Percentage		Percentage		Percentage		Percentage		Percentage	
	Earliest	Latest	Earliest	Latest	Earliest	Latest	Earliest	Latest	Earliest	Latest	Earliest	Latest
East and North-East Asia												
China												
DPR Korea												
Hong Kong, China	29.9 (90)	31.6 (05)	70.1 (90)	68.4 (05)	32.7 (90)	19.7 (05)	67.3 (90)	80.3 (05)	38.6 (90)	50.1 (05)	61.4 (90)	49.9 (05)
Japan	47.8 (90)	42.2 (05)	52.2 (90)	57.8 (05)	32.7 (90)	26.1 (05)	67.3 (90)	73.9 (05)	44.4 (90)	47.9 (05)	55.6 (90)	52.1 (05)
Macao, China	33.3 (90)	50.0 (05)	66.7 (90)	50.0 (05)	48.8 (90)	43.7 (05)	51.2 (90)	56.3 (05)	35.2 (90)	49.0 (05)	64.8 (90)	51.0 (05)
Mongolia	45.1 (93)	46.6 (05)	54.9 (93)	53.4 (05)	45.8 (93)	44.5 (05)	54.2 (93)	55.5 (05)	52.6 (93)	56.4 (05)	47.4 (93)	43.6 (05)
Republic of Korea	46.2 (90)	46.8 (05)	53.8 (90)	53.2 (05)	34.7 (90)	25.8 (05)	65.3 (90)	74.2 (05)	43.3 (90)	47.6 (05)	56.7 (90)	52.4 (05)
South-East Asia												
Brunei Darussalam	26.0 (91)	10.5 (01)	74.0 (91)	89.5 (01)	11.8 (91)	21.7 (01)	88.2 (91)	78.3 (01)	39.1 (91)	47.3 (01)	60.9 (91)	52.7 (01)
Cambodia	54.6 (93)	51.3 (01)	45.4 (93)	48.7 (01)	37.9 (93)	59.9 (01)	62.1 (93)	40.1 (01)	45.0 (93)	48.8 (01)	55.0 (93)	51.2 (01)
Indonesia	39.1 (90)	37.0 (05)	60.9 (90)	63.0 (05)	34.9 (90)	29.5 (05)	65.1 (90)	70.5 (05)	40.0 (90)	38.0 (05)	60.0 (90)	62.0 (05)
Lao PDR	54.1 (95)	54.1 (95)	45.9 (95)	45.9 (95)	40.1 (95)	40.1 (95)	59.9 (95)	59.9 (95)	37.3 (95)	37.3 (95)	62.7 (95)	62.7 (95)
Malaysia	34.5 (90)	27.7 (03)	65.5 (90)	72.3 (03)	36.1 (90)	30.2 (03)	63.9 (90)	69.8 (03)	35.7 (90)	41.6 (03)	64.3 (90)	58.4 (03)
Myanmar												
Philippines	25.2 (90)	25.9 (05)	74.8 (90)	74.1 (05)	30.9 (90)	30.2 (05)	69.1 (90)	69.8 (05)	51.1 (90)	50.9 (05)	48.9 (90)	49.1 (05)
Singapore	16.3 (91)	24.1 (04)	83.7 (91)	75.9 (04)	37.2 (91)	28.8 (05)	62.8 (91)	71.2 (05)	41.4 (91)	47.2 (05)	58.6 (91)	52.8 (05)
Thailand	47.4 (90)	44.3 (05)	52.6 (90)	55.7 (05)	40.8 (90)	42.8 (05)	59.2 (90)	57.2 (05)	48.2 (90)	50.7 (05)	51.8 (90)	49.3 (05)
Timor-Leste												
Viet Nam	51.2 (96)	50.6 (04)	48.8 (96)	49.4 (04)	42.1 (96)	38.7 (04)	57.9 (96)	61.3 (04)	54.5 (96)	51.8 (04)	45.5 (96)	48.2 (04)
South and South-West Asia												
Afghanistan												
Bangladesh	50.3 (90)	25.2 (03)	49.7 (90)	74.8 (03)	26.5 (90)	29.9 (03)	73.5 (90)	70.1 (03)	5.0 (90)	14.7 (03)	95.0 (90)	85.3 (03)
Bhutan												
India												
Iran (Islamic Rep. of)	26.3 (05)	26.3 (05)	73.7 (05)	73.7 (05)	18.0 (05)	18.0 (05)	82.0 (05)	82.0 (05)	16.1 (05)	16.1 (05)	83.9 (05)	83.9 (05)
Maldives	10.9 (95)	18.1 (03)	89.1 (95)	81.9 (03)	48.4 (95)	50.4 (03)	51.6 (95)	49.6 (03)	23.7 (95)	34.3 (03)	76.3 (95)	65.7 (03)
Nepal	45.0 (91)	47.5 (01)	55.0 (91)	52.5 (01)	19.8 (91)	40.1 (01)	80.2 (91)	59.9 (01)	20.7 (91)	23.0 (01)	79.3 (91)	77.0 (01)
Pakistan	16.5 (90)	26.5 (05)	83.5 (90)	73.5 (05)	8.3 (90)	12.5 (05)	91.7 (90)	87.5 (05)	5.5 (90)	8.2 (05)	94.5 (90)	91.8 (05)
Sri Lanka	33.9 (93)	37.8 (02)	66.1 (93)	62.2 (02)	34.3 (93)	37.5 (02)	65.7 (93)	62.5 (02)	26.8 (93)	28.7 (02)	73.2 (93)	71.3 (02)
Turkey	50.9 (90)	45.3 (05)	49.1 (90)	54.7 (05)	14.8 (90)	15.7 (05)	85.2 (90)	84.3 (05)	14.0 (90)	18.8 (05)	86.0 (90)	81.2 (05)
North and Central Asia												
Armenia												
Azerbaijan	53.7 (99)	45.2 (05)	46.3 (99)	54.8 (05)	33.4 (99)	34.2 (05)	66.6 (99)	65.8 (05)	45.7 (99)	52.9 (05)	54.3 (99)	47.1 (05)
Georgia	50.6 (98)	50.0 (05)	49.4 (98)	50.0 (05)	26.7 (98)	22.4 (05)	73.3 (98)	77.6 (05)	50.7 (98)	50.4 (05)	49.3 (98)	49.6 (05)
Kazakhstan	46.4 (01)	46.0 (04)	53.6 (01)	54.0 (04)	28.7 (01)	28.8 (04)	71.3 (01)	71.2 (04)	56.1 (01)	56.6 (04)	43.9 (01)	43.4 (04)
Kyrgyzstan	45.9 (96)	42.5 (04)	54.1 (96)	57.5 (04)	33.9 (96)	26.5 (04)	66.1 (96)	73.5 (04)	49.8 (96)	49.4 (04)	50.2 (96)	50.6 (04)
Russian Federation	30.7 (97)	38.8 (05)	69.3 (97)	61.2 (05)	36.7 (97)	35.2 (05)	63.3 (97)	64.8 (05)	56.5 (97)	58.1 (05)	43.5 (97)	41.9 (05)
Tajikistan												
Turkmenistan												
Uzbekistan												
Pacific												
Australia	29.5 (90)	30.7 (05)	70.5 (90)	69.3 (05)	21.1 (90)	20.0 (05)	78.9 (90)	80.0 (05)	49.9 (90)	52.6 (05)	50.1 (90)	47.4 (05)
American Samoa												
Cook Islands												
Fiji												
French Polynesia												
Guam												
Kiribati												
Marshall Islands												
Micronesia (F.S.)												
Nauru												
New Caledonia	22.0 (96)	22.0 (96)	78.0 (96)	78.0 (96)	13.9 (96)	13.9 (96)	86.1 (96)	86.1 (96)	48.5 (96)	48.5 (96)	51.5 (96)	51.5 (96)
New Zealand	32.1 (90)	32.4 (05)	67.9 (90)	67.6 (05)	25.2 (90)	21.9 (05)	74.8 (90)	78.1 (05)	52.6 (90)	55.0 (05)	47.4 (90)	45.0 (05)
Niue												
Northern Mariana Is.												
Palau												
Papua New Guinea												
Samoa												
Solomon Islands												
Tonga												
Tuvalu												
Vanuatu												
Asia and the Pacific												
LLDC												
LDC												
ASEAN												
ECO												
SAARC												
Central Asia												
Pacific island dev. econ.												
Low-income												
Middle-income												
High-income												
Other world regions												
Africa												
Europe												
Latin America & Carib.												
North America												
Other countries/areas												
World												

6. Gender equality

6.4 Employment by status and gender

	Earliest year	Latest year	Employees		Employers		Own account workers		Contributing family workers									
			Female	Male	Female	Male	Female	Male	Female	Male								
			Percentage		Percentage		Percentage		Percentage									
			Earliest	Latest	Earliest	Latest	Earliest	Latest	Earliest	Latest	Earliest	Latest						
East and North-East Asia																		
China																		
DPR Korea																		
Hong Kong, China	1993	2005	39.7	48.3	60.3	51.7	10.8	18.0	89.2	82.0	12.7	22.9	87.3	77.1	86.8	85.3	13.2	14.7
Japan	1990	2005	37.9	41.3	62.1	58.7	17.1	17.8	82.9	82.2	34.7	28.1	65.3	71.9	82.0	80.1	18.0	19.9
Macao, China	1996	2005	46.7	49.7	53.3	50.3	13.4	18.1	86.6	81.9	26.9	24.6	73.1	75.4	87.0	93.1	13.0	6.9
Mongolia	2000	2003	48.6	50.9	51.4	49.1	28.0	35.4	72.0	64.6	24.1	35.3	75.9	64.7	70.1	61.3	29.9	38.7
Republic of Korea	1990	2005	38.3	42.1	61.7	57.9	27.3	20.2	72.7	79.8	32.2	32.6	67.8	67.4	87.4	87.4	12.7	11.3
South-East Asia																		
Brunei Darussalam																		
Cambodia	2000	2001	41.1	43.3	58.9	56.7	10.5	33.9	89.5	66.1	36.5	41.7	63.5	58.3	70.5	64.4	29.5	35.6
Indonesia																		
Lao PDR	1995	1995	28.6	28.6	71.4	71.4	25.9	25.9	74.1	74.1	52.0	52.0	48.0	48.0	58.0	58.0	42.0	42.0
Malaysia	1995	2003	34.0	36.5	66.0	63.5	9.9	12.6	90.1	87.4	24.4	27.1	75.6	72.9	67.2	71.3	32.8	28.7
Myanmar																		
Philippines	2001	2005	38.2	38.0	61.8	62.0	21.4	20.3	78.6	79.7	37.3	34.7	62.7	65.3	54.0	56.8	46.0	43.2
Singapore	1991	2004	42.5	48.1	57.5	51.9	15.5	20.2	84.5	79.8	19.4	25.1	80.6	74.9	76.8	74.1	23.2	25.9
Thailand	1990	2004	41.9	44.0	58.1	56.0	22.0	22.3	78.0	77.7	27.8	34.9	72.2	65.1	64.5	63.5	35.5	36.5
Timor-Leste																		
Viet Nam	1996	2004	41.0	40.4	59.0	59.6	27.3	29.1	72.7	70.9	33.9	37.1	66.1	62.9	68.3	70.5	31.7	29.5
South and South-West Asia																		
Afghanistan																		
Bangladesh	1996	2003	26.7	21.6	73.3	78.4	20.3	8.9	79.7	91.1	10.0	12.2	90.0	87.8	73.6	58.1	26.4	41.9
Bhutan																		
India																		
Iran (Islamic Rep. of)	1996	1996	12.6		87.4		3.0		97.0		6.7		93.3		46.0		54.0	
Maldives	1995	2000	32.4	40.6	67.6	59.4	12.9	11.1	87.1	88.9	20.6	24.4	79.4	75.6	52.2	56.7	47.8	43.3
Nepal																		
Pakistan	1995	2005	8.8	13.9	91.2	86.1	3.3	1.6	96.7	98.4	3.8	7.3	96.2	92.7	33.1	37.0	66.9	63.0
Sri Lanka	2002	2003	33.7	32.0	66.3	68.0	7.6	10.4	92.4	89.6	19.3	19.8	80.7	80.2	70.8	69.7	29.2	30.3
Turkey	1990	2005	16.9	20.9	83.1	79.1	3.6	4.5	96.4	95.5	9.7	14.2	90.3	85.8	69.9	67.4	30.1	32.6
North and Central Asia																		
Armenia	2001	2001	48.5	48.5	51.5	51.5					34.6	34.6	65.4	65.4	37.5	37.5	62.5	62.5
Azerbaijan																		
Georgia	1998	2005	48.5	47.7	51.5	52.3	11.8	18.8	88.2	81.2	31.9	34.3	68.1	65.7	61.7	65.0	38.3	35.0
Kazakhstan	2001	2004	45.2	46.7	54.8	53.3	27.2	27.0	72.8	73.0	53.4	51.8	46.6	48.2	57.0	54.3	43.0	45.7
Kyrgyzstan	2002	2004	44.5	42.9	55.5	57.1	27.8	33.3	72.2	66.7	36.7	34.4	63.3	65.6	64.8	62.8	35.2	37.2
Russian Federation	1992	2005	49.0	49.6	51.0	50.4	15.1	39.8	84.9	60.2	32.1	48.0	67.9	52.0	35.2	41.1	64.8	58.9
Tajikistan																		
Turkmenistan																		
Uzbekistan																		
Pacific																		
Australia	1990	2005	43.0	46.5	57.0	53.5	31.7	33.6	68.3	66.4	31.8	33.2	68.2	66.8	61.5	60.4	38.5	39.6
American Samoa																		
Cook Islands																		
Fiji																		
French Polynesia																		
Guam																		
Kiribati																		
Marshall Islands																		
Micronesia (F.S.)																		
Nauru																		
New Caledonia	1996		40.9		59.1		25.3		74.7					53.0		47.0		
New Zealand	1990	2005	47.1	49.0	52.9	51.0	27.0	30.6	73.0	69.4	29.9	33.0	70.1	67.0	67.0	65.6	33.0	34.4
Niue																		
Northern Mariana Is.																		
Palau																		
Papua New Guinea																		
Samoa																		
Solomon Islands																		
Tonga																		
Tuvalu																		
Vanuatu																		
Asia and the Pacific																		
LLDC																		
LDC																		
ASEAN																		
ECO																		
SAARC																		
Central Asia																		
Pacific island dev. econ.																		
Low-income																		
Middle-income																		
High-income																		
Other world regions																		
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Europe																		
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North America																		
Other countries/areas																		
World																		